

## FIG Statement June 2021

### Reimagining the future of the Surveying Profession post 2020:

#### A focus on the skills and talent that we need

During the FIG Working week 2021 a panel of upcoming young leaders drawn from across different FIG regions were asked to [re]- imagine the future of the surveying profession post 2020 and to outline the skills and talent that our profession needs, drawing on what they experience as they strive to take on leadership in the face of huge change in the workplace and society.

In a globalised world that is only going to get more closely networked in years to come, the future has already arrived. As survey professionals (defined as land, built environment and natural resource sector) our profession is at the forefront of change. We have adaptive skills and can be sufficiently agile to remain relevant in society development; but challenges remain.

Through the purposeful direction of the discussion it was clear that we are stepping-up to meet the challenge; but we need to do much more.

In recognition of FIG Presidents Futures 2028 working group we have discussed the skills and talent that our profession now needs to best serve our clients and communities. Our key messages highlight that there is need for a:

- **RACE** to attract and develop talent with the key people skills to take up the roles of **Responsibility, Ambassadorial, Collaborative and Engaging**.
- **Enabling platforms**: FIG needs to continue to provide such communication platforms that speaks to all across the range of generations in our profession
- **Branding**: Reclaim the term surveyor to build a positive public perception of what we stand for. This needs a consideration of our behaviours and to ensure our profession is seen as ethical and trustworthy
- **Global connectivity**: that education of professionals in trends and geopolitics is important to maintain our societal relevance
- **Education**: In the face of rapid technological change, (often less than 5 years) find ways to keep curricula relevant bearing in mind the usual academic duration is 3-5 years
- **Lifelong learning**: involves technical and soft skills development including the importance of influencing at the highest level in government

We hope that our thoughts below will be embraced by the FIG President's 'Strategic Futures 2028' working group and contribute to the wider thinking that ultimately will inspire the FIG community

As participants of the panel discussion, we submit that the skills and talents needed to address forces of change in:

### Artificial Intelligence & technology: the skills and talent needed

#### Surveyors of the future:

- Have always been **pioneers** in the use of new technology and will continue to be leaders in embracing new technology. Future surveyors will continue to evolve with technological advancements that change how surveying is done.
- Will continue to be experts in acquiring and **analysing data** and using the associated technology to develop information and knowledge and understand how to use this to support sustainable development.

- Continue to be very agile, able to adapt, and resilient, as well as strong **problem solvers** and pragmatic.
- Understand the information and knowledge needed to address the major global challenges and will be recognised as the leading experts in **analysing** spatial data and information and presenting it in a way that allows smarter decision making. They also understand the limits of technology, exercise judgement in the use of technology and a fit-for-purpose application.
- Understand that their work serves the community and the profession. They must be **trusted** based on their professional ethics and technical achievements and have been mandated to undertake work such as cadastral surveying.
- Act **collectively and collaborate** with other professions and have the skills to meet societal needs and address the global challenges.
- **Manage data** and technology such as Artificial Intelligence and location intelligence and apply these to land management, critical infrastructure, sustainable development and environmental protection.
- Adapt to rate of change in technology through continually adapt our practices, while ensuring maintenance of our **ethical standards**.

## Social & Political: 'New normal' influencing at the political level

### Surveyors of the future:

- Work in very diverse professional areas and understand our input at the **highest levels** is essential for addressing the global challenges.
- Respect the trust placed in the work of surveyors and work with **integrity**.
- Demonstrate strong creative thinking and **problem-solving** skills, **emotional intelligence**, high level **communication** skills, and strong people management and **collaboration** skills.
- Monitor the impact of our work, understand its importance and take purposeful and positive action to enable change at the **highest governance levels**.
- Effectively communicate our **achievements** and raise awareness of the importance of our work in hard and soft skills. This includes demonstrating our leading role in data analysis and use of technology to develop information and knowledge that meets the needs of decision-makers, donors and multi-lateral organisations addressing the global challenges.
- Take a **leading** role in professional collaboration with experts from different disciplines.

## Diversity, inclusion and Ethics: Developing strong leadership

### Surveyors of the future:

- Work in a profession which is **inclusive** for all people no matter the gender, race, religion or place of birth, and celebrate diversity and inclusion in our workplaces. All surveyors are responsible for embedding and maintain diverse and inclusive practices in all our professional endeavours. This will require shaping a new culture of inclusiveness, with the use of appropriate language, behaviour and demonstrate this through their actions.
- Will offer exciting opportunities for **careers** that help address the major global challenges, as well as offering diversity and inclusiveness in employment opportunities.
- Demonstrate strong and **socially-responsible** leadership to address the global challenges and the development of policy, while promoting the importance of our work.

- Demonstrate strong professional **ethics** in line with their professional status and the trust placed in us. Our ethical responsibilities reflect the new technologies and ways of working including data protection, mapping privacy and social media.
- Embody **respect** for others and a diverse and inclusive culture, are **ambassadors** for the profession and are able to demonstrate our impact and the value we add, **collaborate** across other professional disciplines and within the surveying sector, and **engage** with the market and demonstrate the power to be leaders.

## Education- The supply chain into our profession

### Surveyors of the future:

- Adopt a **lifelong learning** ethos and continue preparing high quality graduates that meet industry needs and have a strong ability to diversify their skillset and continually adapt and learn.
- Maintain strong **partnerships** between academia, government and industry and multi-lateral partners to support individuals through all stages of lifelong learning.
- **Professional education** in surveying will focus on lifelong learning that involves a partnership between government, professional institutions and academia to support learning through all stages of study and career after secondary education. At all stages a focus will also be on developing responsible practice, effective communication skills, ability to work collaboratively, critical thinking and problem solving.
- Offer **rewarding career paths**.
- Offer a diverse range of alternative pathways into the profession in addition to undergraduate and postgraduate study including micro-credentials, to attract a greater **diversity of students**, and provide the ability to study anywhere and if possible, any time.
- **Learned** from the responses by education institutions during the pandemic, having incorporated online learning while maintaining the face-to-face learning. This is critical in each local context given the physical landscape and face-to-face interactions will remain central for the surveyor
- A key focus of professional surveying education will be on building a “**Community of Practice**” for surveying students where they can learn from peers and colleagues and develop strong future networks to support their career advancement.
- Ensure the surveying curricula include awareness raising of the **global challenges** and surveyors role in addressing these, as well as the local context.

### Panelists:

- Chair, Diane Dumashie. FIG Vice President, Director Dumashie Ltd
- Rapporteur, David Mitchell. Honorary Assoc Professor, RMIT University
- Michail Kalogiannakis. CLGE Vice President, Greece
- Moses Musinguzim. Assoc Professor, Makerere University, Uganda
- Narelle Underwood. Surveyor-General of NSW, Australia
- Nigel Sellers. Senior Specialist, Property and Valuation RICS, UK
- Rohan Bennett. Assoc Prof, Swinburne University / Kadaster Int, Netherlands